CY00
SENIOR MASTER SERGEANT
EVALUATION BOARD

Overview

- **Briefing**
- **Formal charge / administer oath**
- **Training session (Trial Run)**
- **Begin scoring records**

Applicable Directives

- **10 U.S.C. 517**

- **37 U.S.C. 201**

- **DoDI 1320.14**

- **AFI 36-2502**

Miscellaneous

- Numbers are a "snapshot in time"
- Frequent contact with the staff
- Two common questions?
- Work pacing / work hours / weekends
  - Yours
  - Ours

Important Points

- **Coordinate with staff prior to open discussion / comments**

- **No phone calls to gather information**

- **Do not mark in records**

- **Do not remove records from your table**

- **Use the scoring scale as instructed**

Board Organization

Air Force Chief of Staff

Board President

Panels

2	4	6	8	10	12	14	16

1	3	5	7	9	11	13	15

	Log			Log			
2	4	6	8	10	12	14	16

					Log		Log
1	3	5	7	9	11	13	15

Spt

2 4 6 8 10

Spt Spt Spt

12 14 16

Spt Spt Spt

1 3 5 7 9 11 13 15

| 2 | 4 | 6 | 8 | 10 | 12 | 14 | 16 |

Med
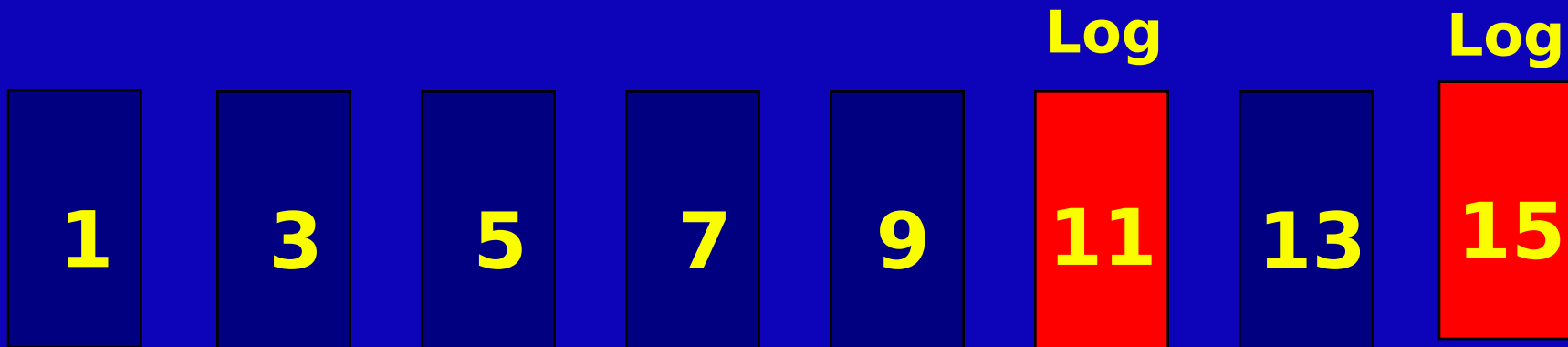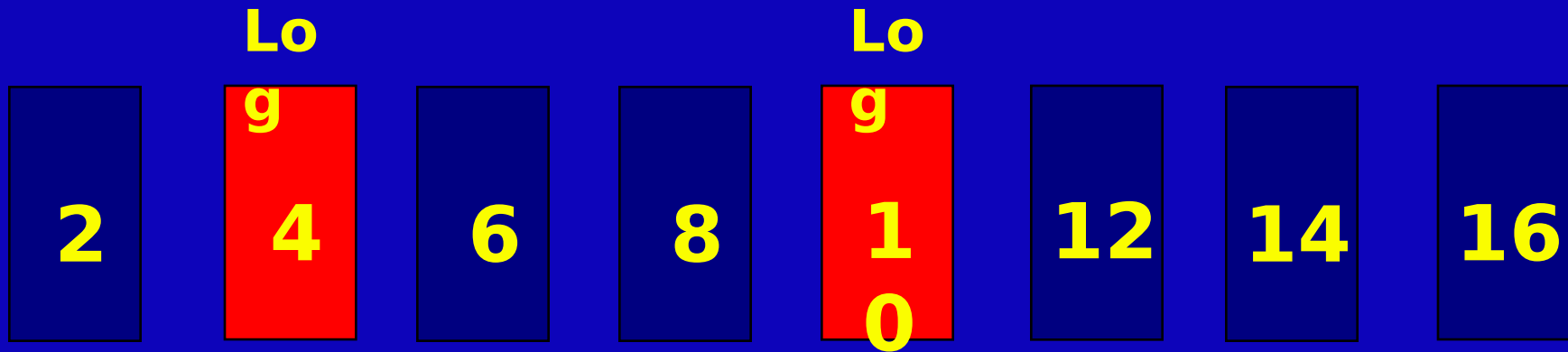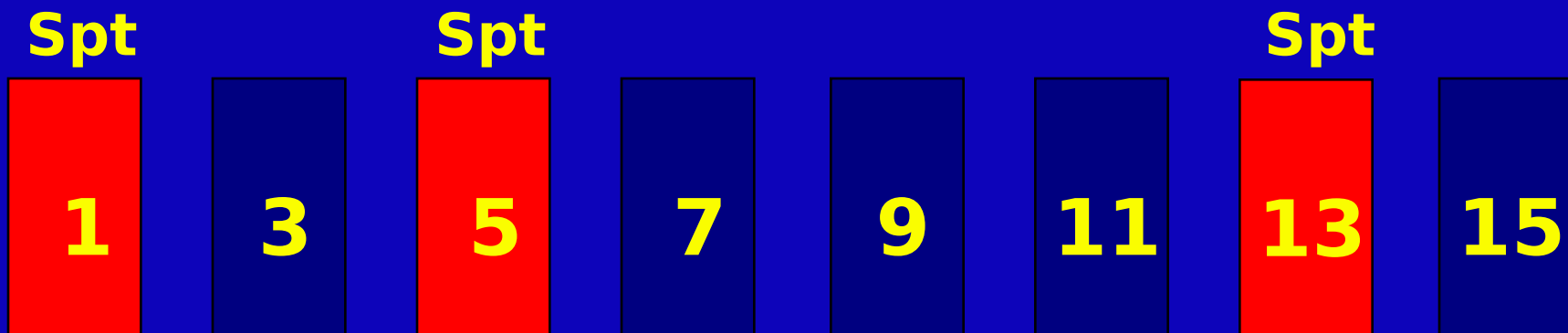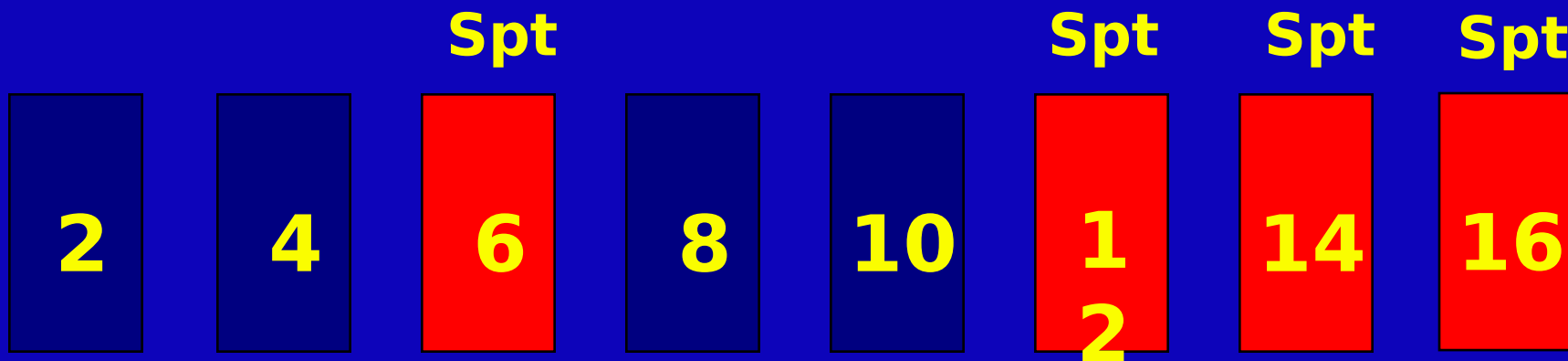
| 1 | 3 | 5 | 7 | 9 | 11 | 13 | 15 |

Eligibility Criteria

- **Recommended by promotion authority**

- **PECD: 30 Sep 99**

- **DOR: 1 Jul 98 or earlier**

- **TAFMSD: 1 Mar 90 or earlier**

- **TEMSD: 1 Mar 93 or earlier**

- **Proj DOS / Ret / HYT: 1 Apr 00 or later**

Selection Opportunity

Approx 7 - 8% of the eligibles in each AFSC

Task

Panel	Area	AFSCs	Records
1	Support	7	1490
2	Operations	2	1406
3	Operations	15	1372
4	Logistics	4	1318
5	Support	7	1297
6	Support	13	1277
7	Operations	1	1188
8	Operations	14	1092

Task

Panel	Area	AFSCs	Records
9	Medical	20	1082
10	Logistics	9	1026
11	Logistics	2	1009
12	Support	6	968
13	Support	5	913
14	Support	10	921
15	Logistics	8	913
16	Support	2	880

Command / Operating Agency

Command	Eligibles	Command	Eligibles
ACC	4482	AFMC	1415
AMC	2674	AFSPC	885
AETC	1885	AIA	726
PACAF	1767	AFSOC	561
USAFE	1410	Other	2348

Time In Service

Years	Number	Percent
25 - 26	62	0
24	488	3
23	1119	6
22	1959	11
21	2169	12
20	2978	16
19	3528	19
18	2471	14
17	1638	9
16	997	6
15	490	3
11 - 14	254	1

Time In Grade

Years	Number	Percent
13 - 15	12	0
12	36	0
11	54	0
10	184	1
9	336	2
8	579	3
7	1076	6
6	1819	10
5	2592	14
4	3442	19
3	3802	21
2	4221	23

Formal Education

Level	Number	Percent
Doctorate	1	0
Professional	3	0
Masters	432	2
Bachelors	2535	14
Associates	7686	42
Some College	7473	41
High School	16	0

PME

Level	Number	Percent
SNCO Academy	11139	61
NCO Academy	7014	39

Top EPR Ratings

Rating	Number	Percent
5	17811	98
4	311	2
3	31	0

Records / Procedures

- **Selection record**

- **Scoring**

- **Training session (Trial Run)**

HEADQUARTERS
UNITED STATES AIR FORCE
SELECTION FOLDER

DOE, JOHN
000748392
00001

Doe, John

5 8 8 6 8 8

LEFT SIDE

ARTICLE 15

CITATIONS/ORDERS

FOR

DECORATIONS

Doe, John

RIGHT SIDE

EPRs/APRs

AF FORM 77a

AF FORM 77

Doe, John

MISSING DOCUMENT REQUEST

SNCO EVALUATION BRIEF

Doe, John

Whole Person Concept

Factor	Evaluate
Performance	EPRs / APRs
Professional Competence	Expertise Within Specialty
Leadership	Supervisor / Staff
Job Responsibility	Scope / Exposure
Breadth of Experience	Where / What / When
Specific Achievements	Awards / Decorations / EPRs / APRs
Education	Level / Utilization

—— POTENTIAL ——

Scoring Scale

- **Absolutely Superior**   10
- **Outstanding Record**   9.5

Outstanding

- **Few Could Be Better**   9
- **Strong Record**   8.5
- **Slightly Above Average**

Above Average

8

Average

- **Average**   7.5
- **Slightly Below Average**
    7

Below Average

- **Well Below Average**   6.5
- **Lowest in Potential**

Split Resolution (Technique)

- **All panel members should be present**
- **Stop all other scoring**
- **Members gather around Panel Chief**
- **Panel Chief reviews scores**
- **Discuss strengths / weaknesses in record**

- ✳ **All**--can look at record & discuss
- ✳ **Only** those involved in split change score

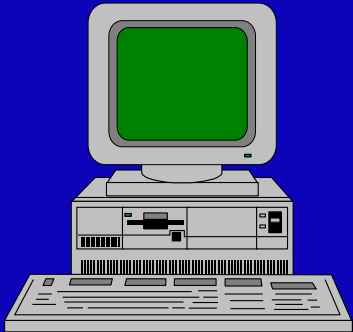# Training Session
(Trial Run)

- **Sample group of records**

- **Score individually**

- **Open discussion during debrief**

- **Set board standard**

—— CONSISTENCY——

Selection Process

Two-Phase Selection Process

- **Computer Evaluation Objective Factors**

- **Central Evaluation Board Subjective Factors**

Factors Considered

- **Phase One**

  - **Objective Factors**
    - **Supervisory Exam**
    - **EPRs / APRs**
    - **Decorations**
    - **Time in Grade**
    - **Time in Service**

- **Phase Two**

  - **Board Score**

Factors Considered

Phase One

Objective Factors   **Max Points**

Supervisory Exam   **100**

Factors Considered

Phase One

Objective Factors	Max Points
Supervisory Exam	100
EPRs	135
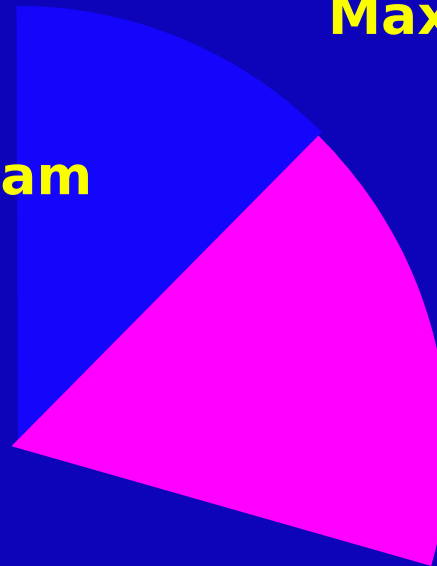
Factors Considered

Phase One

Objective Factors   **Max Points**

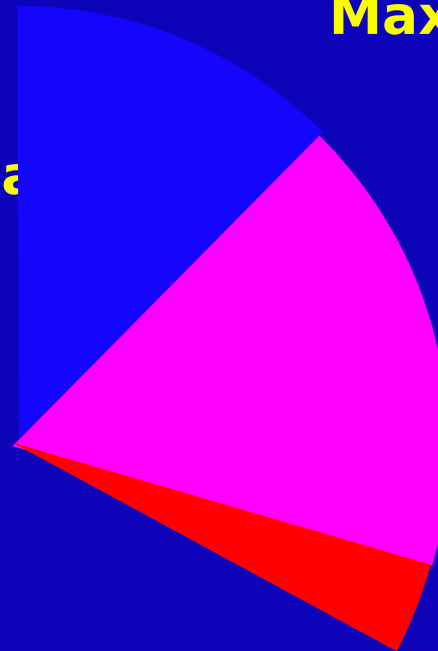**Supervisory Exa**   **100**

EPRs   **135**

Decorations   **25**

Factors Considered

Phase One

Objective Factors	Max Points
Supervisory Exam	100
EPRs	135
Decorations	25
Time in Grade	60
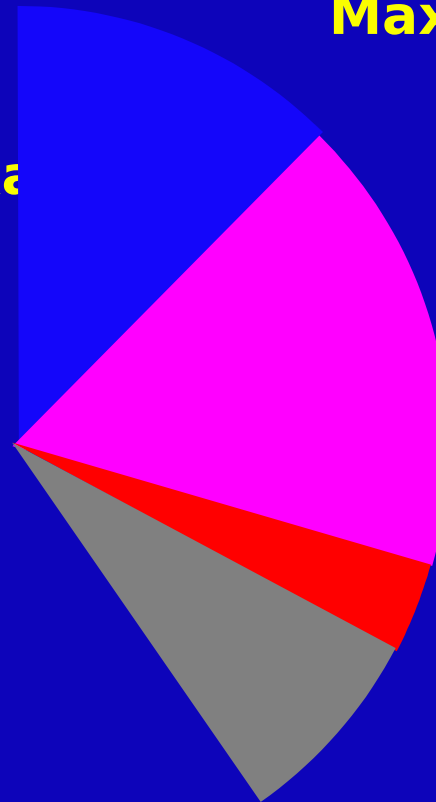
Factors Considered

Phase One

Objective Factors	Max Points
Supervisory Exa...	100
EPRs	135
Decorations	25
Time in Grade	60
Time in Service	25
Total	345

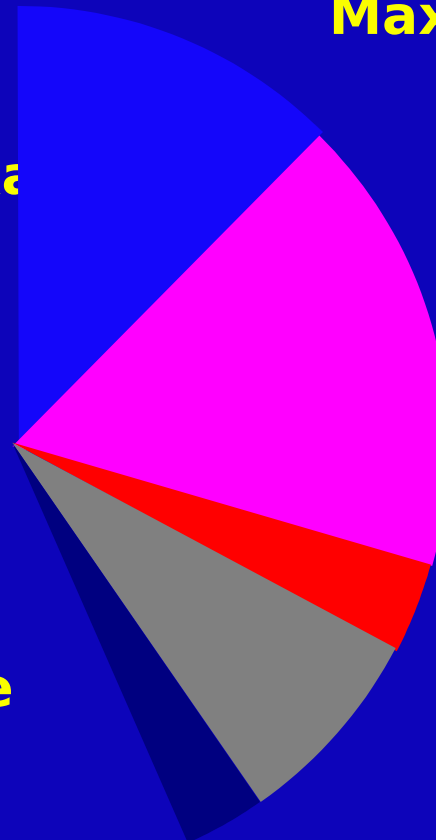# Factors Considered

Phase Two

Board Score   **Max Points 450**

Factors Considered

Phase One   **Max Points**

Objective Factors   **345**
   Supervisory Exam
   EPRs / APRs
   Decorations
   Time in Grade
   Time in Service

Phase Two

   Board Score
450

Current Promotion Policy

- **Promote against Air Force vacancies**

- **Equal selection opportunity for all AFSCs**

- **Best qualified and fully qualified**

EPR / APR Policy Changes

Closeout Date	Minimum Indorsement
1 Aug 89 or Later	Major
1 Dec 91 - 31 Jul 95	No written promotion recommendation allowed
1 Aug 95 or Later	Written promotion recommendation allowed

PME Policy Change

- **Effective 1 Jul 94 SNCOA correspondence course discontinued**
  - **MSgts with a DOR of 1 Aug 94 and later had no opportunity to complete**
- **Effective 96E8 board a small number of MSgts not selected for promotion were identified to attend in residence course**
  - **Based on board score and Supervisory Exam score**
  - **EPRs closing out after 13 Mar 96 may include comments**

PME Policy Change (Cont'd)

- **Effective 97E8 board PME data removed from SNCO Evaluation Brief**
  - **EPRs on MSgts with a DOR of 1 Jul 94 and earlier may contain comments about PME enrollment or completion**
  - **EPRs were not required to be sanitized**
- **Effective 1 Oct 96 MSgts had opportunity to enroll in non-resident SNCOA**
- **Effective 99E8 board completion of SNCOA <u>will</u> be reflected on the SNCO Evaluation Brief**

Past Boards

Year	Considered	Selected	Percent
CY89	25733	2255	9%
CY90	25399	2208	9%
CY91	23599	1706	7%
CY92	23343	1501	6%
CY93	24221	1380	6%
CY94	23827	1101	5%
CY95	22168	1605	7%
CY96	21139	1546	7%
CY97	21214	1603	8%
CY98	20439	1626	8%
CY99	18862	1506	8%

Functions of the Board President

- **Monitors board progress**

- **Assures fair and equitable treatment**

- **Reviews scoring results**

Board Member Cautions

- **Never...**
  - **Disclose board <u>proceedings</u>**

- **After results are released you may...**
  - **Cover the <u>procedures</u> and <u>process</u> we followed**

Oath

"I Solemnly Swear That I Will /

Without Prejudice or Partiality /

Having in View Both the Special Fitness of the

NCOs /

And the Efficiency of the United States Air

Force /